



Special Districts/County Fire
Exempt
 ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Non-Represented	
Compensation Plan	2018	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$234.50
	Employee + 1	\$361.19
	Employee + 2	\$495.34
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out	Before 7/9/05	\$161.54
	After 7/9/05	\$40.00
Medical Waive	Before 7/9/05	\$230.00
	After 7/9/05	\$40.00
Vision	Employer Paid for Employee & Dependent Coverage	
Life Insurance Employer Paid	\$50,000	
Voluntary Term Life - Employee	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000	
Variable Group Universal Life Employer Contribution	Group A - 50% of the premium for 1x Annual Salary or 100% of the premium for ½ annual salary Group B - 25% of the premium for 1x Annual Salary Group C - 25% of the premium for 1x Annual Salary	
Leave Provisions		
Vacation	80-160 hours/year (Maximum carryover of 480 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)	
Sick	3.69 hours	
Bereavement	3 days per occurrence	
Holiday	13 + 1 floating/year (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)	
Administrative	80 hours/year (Effective 7/21/2018, unused balance will automatically cash out)	
Perfect Attendance (Groups B and C)	16 hours of Perfect Attendance Leave	
Retirement		
Retirement Formulas <i>Reciprocity provision may apply</i>	Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013	Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013
Retirement – Other		
457(b) Eligible to enroll at any time	Employer Match Group A = Eligible on the basis of one times (1x) the employee's contribution up to 1% of bi-weekly base salary	

	Groups B & C = Eligible on the basis of one-half times (1/2x) the employee's contribution up to 1/2% of bi-weekly base salary
401(k) Eligible to enroll at any time	Employer Match Groups A & B = Eligible on the basis of two times (2x) times the employee's contribution up to 8% of bi-weekly base salary Group C = Eligible on the basis of two times (2x) times the employee's contribution up to 6% of bi-weekly base salary
Retirement Medical Trust Fund – Sick Leave Conversion	Sick Leave Conversion Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 5 or more years of participation with SBCERA and/or other public retirement system
Retirement Medical Trust Fund – County Contribution	County Contribution, based on years of participation in a Public Retirement System: 5-9 years = 1.00% of biweekly base salary 10-15 years = 1.75% biweekly base salary 16+ years = 2.75% biweekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$1,000/fiscal year
Automobile Allowance	Group A - Biweekly allowance of \$561.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle
Cell Phone Allowance	Group A – biweekly allowance of \$92.31
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods
Healthy Lifestyle Program	Health Club Membership Reimbursement up to \$324/year and Annual Physical Exam
Long Term Disability	60% up to \$10,000/month
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
Short Term Disability - Exempt	55% up to \$1,785/week, up to 180 days

The Districts offers *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: An Executive Assistant elects Kaiser Permanente and Delta Dental PPO plans with Employee only:

\$318.73 (combined cost of premiums)

- \$234.50 (medical premium subsidy)

- \$ 9.46 (dental premium subsidy)

\$74.77 (out-of-pocket cost)

Example #2: The Deputy Fire Chief elects Blue Shield Signature HMO and DeltaCare USA HMO plans with Employee + 2 or more coverage:

\$734.90 (combined cost of premiums)

- \$495.34 (medical premium subsidy)

- \$ 9.46 (dental premium subsidy)

\$230.10 (out-of-pocket cost)

Example #3: The Emergency Services Manager elects Blue Shield Signature HMO and Delta Dental PPO plans with Employee + 1:

\$552.05 (combined cost of premiums)

- \$361.19 (medical premium subsidy)

- \$ 9.46 (dental premium subsidy)

\$181.40 (out-of-pocket cost)